navitas

Brief for the position of

Chief Executive Officer, University Partnerships Europe



ANDERSON QUIGLEY

WELCOME FROM SCOTT JONES



Dear candidate,

Thank you for your interest in the position of Chief Executive Officer for our University Partnerships Europe business.

For more than 30 years, Navitas has helped learners around the world realise their education and career ambitions. Transforming lives through education is our purpose, and being able to do this work is a privilege. We are proud of what we have achieved and excited about the opportunities ahead.

Our success is built on the trust we earn from our university partners, students and agents, and on the commitment of our people. We have grown into a diverse global organisation, with an entrepreneurial spirit and a wealth of knowledge and expertise for you to draw on.

University Partnerships Europe has an important part to play in our future. Working with an experienced team and colleagues across Navitas, you will deepen our existing partnerships and develop new opportunities for growth. You will help more students access high-quality education while building a successful, sustainable business.

How we achieve this matters. Our values guide our decisions and the way we work with one another. As leaders, we must set the example, listen, and support our people to do their best work.

I hope this brief gives you a sense of our ambition and culture, and of the contribution you could make to Navitas. Thank you for considering this opportunity to help shape our future.

Scott Jones
Group Chief Executive Officer

THE OPPORTUNITY

Navitas is appointing a CEO to lead the performance and growth of its University Partnerships Europe division across the United Kingdom and mainland Europe.

Reporting to the Group Chief Executive Officer, Scott Jones, as a key member of the Navitas Executive Leadership Team, the successful candidate will shape divisional strategy, deepen current university partnerships, and secure opportunities for growth.

The role combines full commercial accountability with responsibility for academic quality, student outcomes, and the leadership of an experienced executive team. Its emphasis is on strategy, relationships, partner growth, corporate development, and performance improvement.

This brief introduces Navitas and the UPE business, its leadership and partners, and the responsibilities and criteria for the appointment.

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THE NAVITAS GROUP

Transforming lives through education

Navitas works with universities, industry partners and governments to help learners realise their education and career ambitions. Its provision spans pre-university and pathway programmes, degree courses, English language education, and vocational training.

In 1994 the company's founders pioneered the pathway model in partnership with Edith Cowan University in Perth. The model expanded across Australia and into the UK in 2000, followed by partnerships in North America, New Zealand, and mainland Europe. The company listed on the ASX in 2004. In 2019 it was acquired by a private equity consortium led by BGH Capital.

A global education business

Navitas is one of the world's largest private education providers, combining global scale with deep expertise in university partnerships and student recruitment.

60,000 students annually

5,000 employees

38 university partners

100+ colleges and campuses

Our global recruitment network comprises 340+ recruitment staff, 18 recruitment offices across key markets, and 2,000+ global agent partners.

Our vision and purpose

Our vision is to be the best global education provider in the world for our students, partners and people. Our purpose is transforming lives through education.

Our values

Drive Achieving and advancing together.

Adventurous Being adventurous in mind and spirit.

Conviction Believing in our purpose and potential.

Genuine Being genuine in how we behave and deliver.

Rigour Enhancing our professional reputation and credibility.

Respect Valuing and caring for people and the environment.



THE NAVITAS GROUP

A global education portfolio

Navitas combines university partnerships with specialist education and training businesses. Alongside its pathway colleges, the Group operates managed university campuses, independent HE providers, and programmes that support access to work and professional development.

University Partnerships

Navitas partners with 38 universities worldwide to deliver pathway programs, managed and global campuses, and hosting services that support universities to expand their reach and enhance student access to higher education.

Navitas pathway programs, which are typically embedded within partner university campuses, provide alternative entry routes for students who may not otherwise be able to access higher education, supporting their transition into university through tailored academic preparation and student support.

Through managed and global campus partnerships, Navitas also supports universities to deliver internationally recognised qualifications in new markets and locations, extending access to high-quality higher education closer to where students live and work.

International managed campuses include Curtin Singapore, Murdoch University Dubai, and Lancaster University Leipzig. English language providers such as Navitas English, Hawthorn-Melbourne and Christchurch College of English support learners preparing for further study and employment.

Accredited Higher Education

The Careers & Industry division comprises a portfolio of specialist higher education and workforce skills businesses. Key brands include SAE and ACAP, two accredited University Colleges, and Navitas Skilled Futures, which delivers employability and workforce participation programs in Australia.

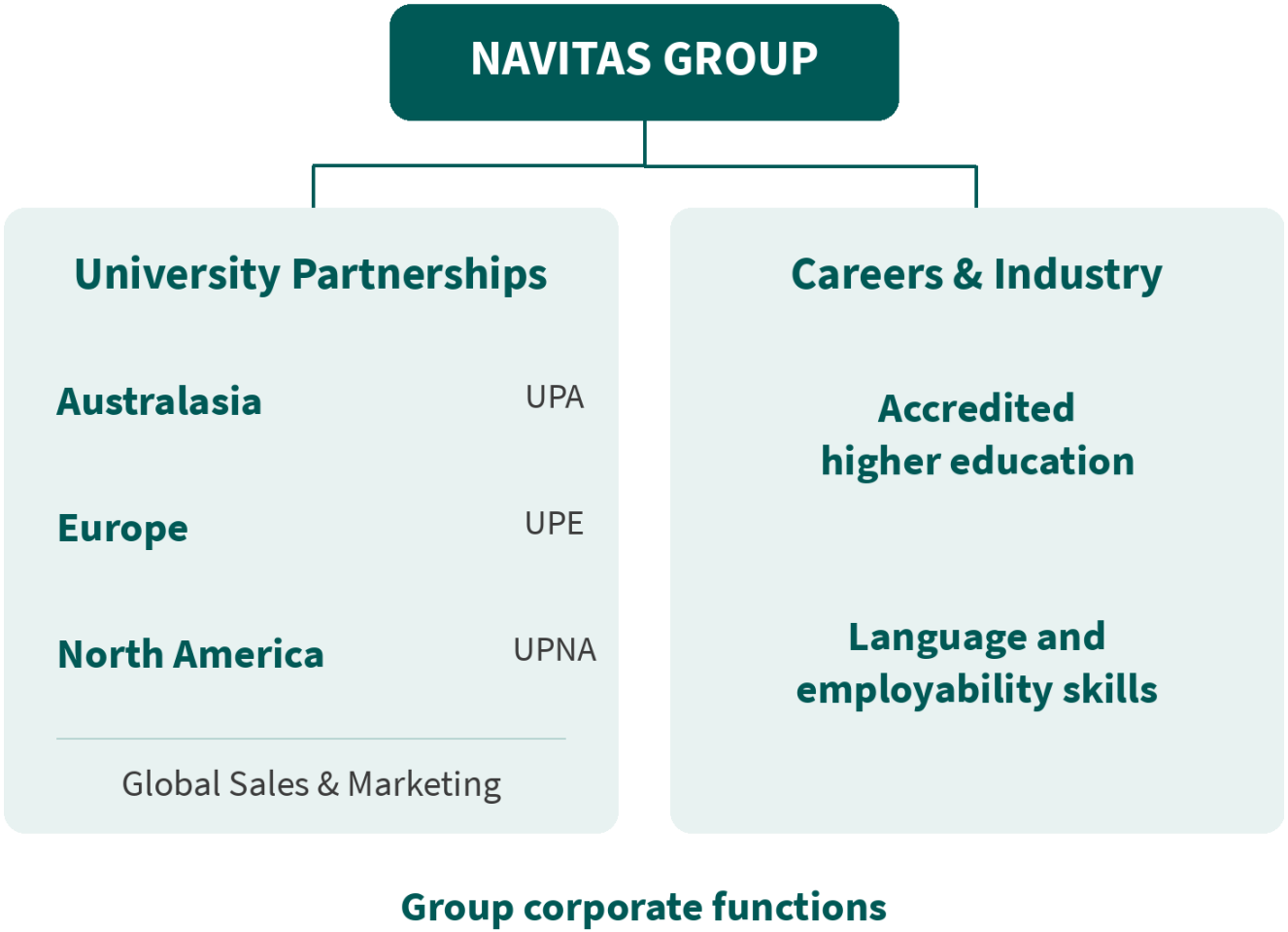
The Group behind the division

Global Sales & Marketing connects the university partnership portfolio with prospective students through recruitment teams and education agents.

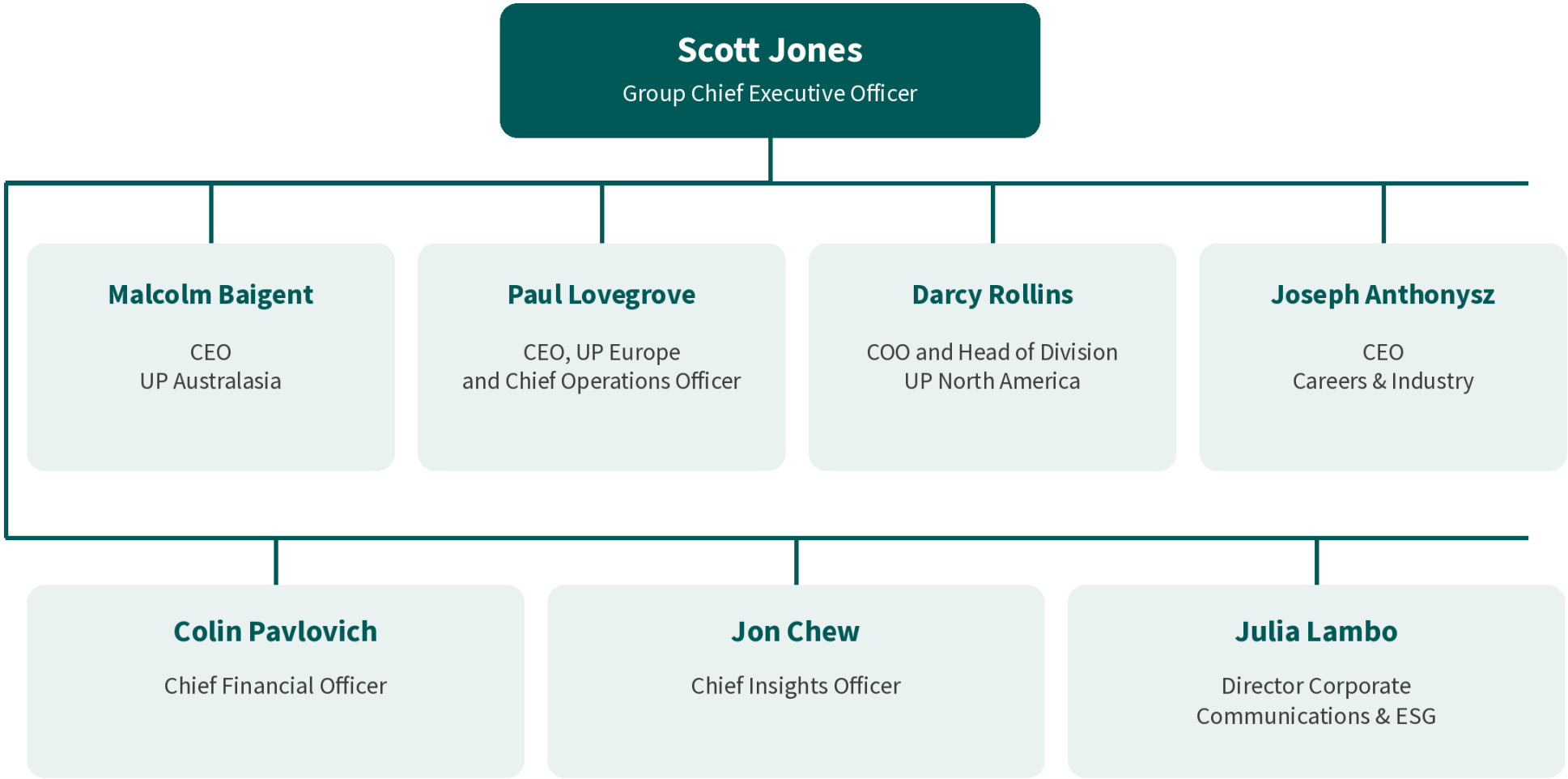
Corporate functions provide specialist support in finance, people, legal, technology, corporate communications, ESG, and market intelligence.

THE NAVITAS GROUP

The business at a glance



Global senior leadership



UNIVERSITY PARTNERSHIPS EUROPE

A university partnerships business across the UK and mainland Europe

UPE increases access to higher education for students from around the world through its portfolio of pathway colleges, managed campuses, and joint ventures. The division currently operates in the United Kingdom, Germany, and the Netherlands.

Partnerships built around students

Embedded colleges prepare students for progression to their partner university, combining academic teaching, English language development, and dedicated support. Managed campus provision extends a university's reach into a new location, an example of which is Lancaster University Leipzig.

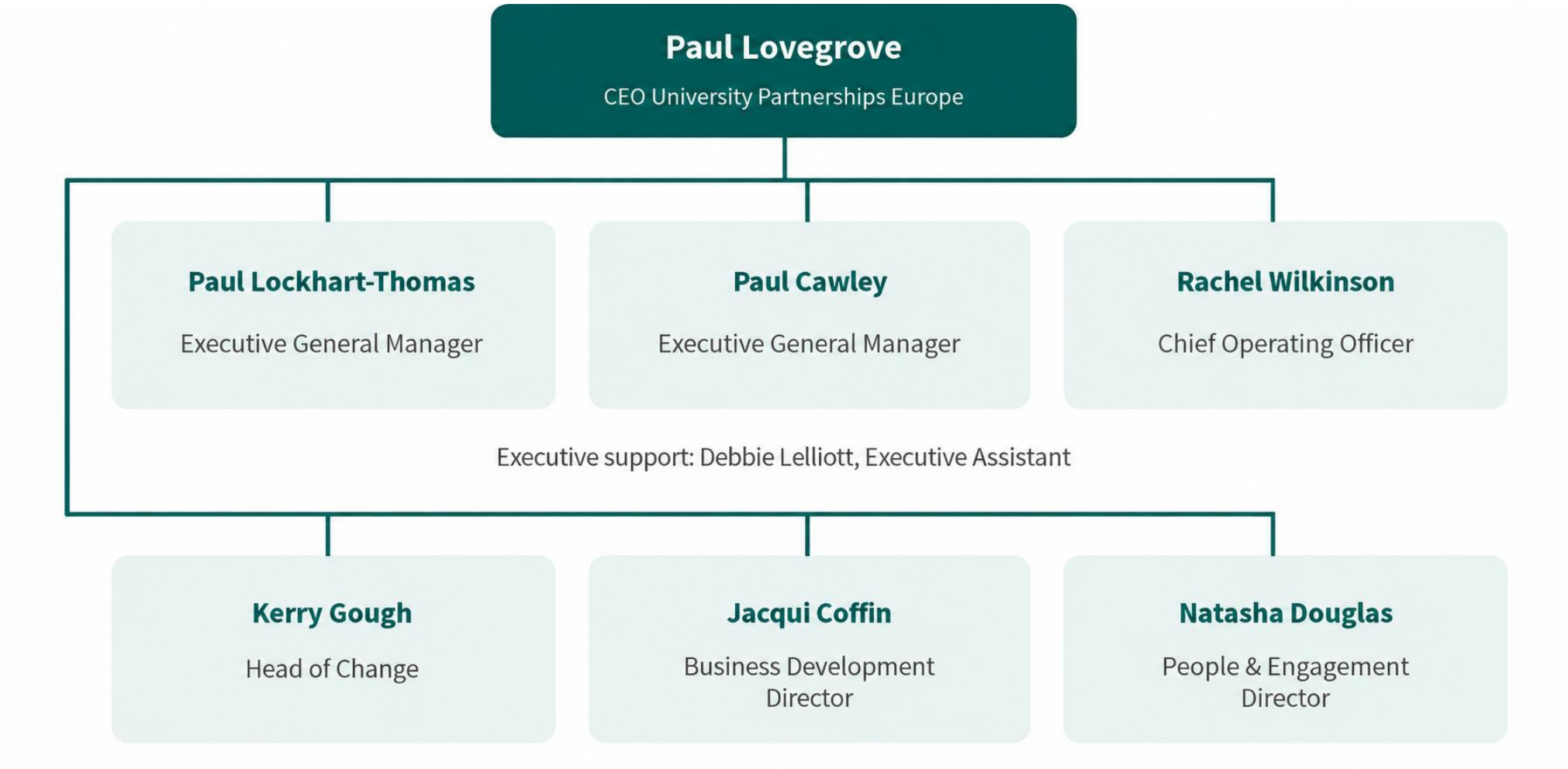
The division works closely with university leaders and governing bodies, supported by Navitas's global recruitment network and specialist corporate teams. Its long-term relationships depend on educational quality, student outcomes and value for each partner.

The next stage of growth

The CEO will deepen existing partnerships and develop new campus, product and market opportunities. Alongside growth, the role will improve commercial and operational performance, strengthen executive capability and maintain effective governance across the portfolio.



European senior leadership



OUR EUROPEAN PARTNERS

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Anglia Ruskin University

Anglia Ruskin University College, UK

University of Hertfordshire

Hertfordshire International College, UK

University of Plymouth

University of Plymouth International College, UK

Birmingham City University

Birmingham City University International College, UK

Keele University

Keele University International College, UK

University of Portsmouth

International College Portsmouth, UK

Brunel University of London

Brunel University London Pathway College, UK

Manchester Metropolitan University

Manchester Metropolitan University International College, UK

Robert Gordon University

International College Robert Gordon University, UK

ANDERSON QUIGLEY

OUR EUROPEAN PARTNERS

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Swansea University

The College, Swansea University, UK

Lancaster University

Lancaster University Leipzig, Germany

SRH University

SRH International College, Germany

The Hague University of Applied Sciences

The Hague Pathway College, Netherlands



POSITION DESCRIPTION

Overview and objectives of the position

The Chief Executive Officer, University Partnerships Europe (UPE) is accountable for the leadership, performance and growth of the UPE division, positioning Navitas at the forefront of the university pathways and managed campus market across the United Kingdom and Europe. Reporting to the Group CEO, the role holds full accountability for divisional strategy, commercial performance, university partner relationships, academic quality and operational delivery across UPE's portfolio of colleges, managed campuses and joint ventures in the UK, Germany and the Netherlands.

As a member of the Navitas Executive Leadership Team, the role contributes to the development and execution of group strategy and leads the division in alignment with Navitas' vision, purpose and values. The CEO, UPE builds, leads and develops a senior executive team to ensure the division achieves its business objectives and complies with all relevant contractual, regulatory and legislative requirements in each jurisdiction in which it operates.

The CEO, UPE holds delegated authority for the division within Navitas group policy and delegation limits and is accountable to the Group Chief Executive Officer for the division's strategic, commercial, academic and operational performance. The role is weighted toward strategy, partner growth, corporate development and performance uplift, with day-to-day divisional operations led through the UPE Leadership Team.

The role requires travel across the UK and Europe, together with occasional travel outside Europe (typically around three trips per year). Navitas supports flexible ways of working, recognising the importance of balancing leadership responsibilities, business needs, and individual circumstances.

Key relationships

- Group Chief Executive Officer
- Navitas Board and Board committees
- Navitas Executive Leadership Team
- UPE Executive Leadership Team
- UPE College Directors and Principals/General Managers
- University Partner Vice-Chancellors, governing bodies and senior institutional stakeholders
- Joint venture partners and joint venture boards
- Global Sales & Marketing
- Corporate functions — Finance, Human Resources, Legal, Technology and Insights
- Government, regulatory, accreditation and quality assurance bodies across the UK and Europe
- Industry bodies, sector media, agents and commercial partners

Functions accountable for

- UPE Colleges, Managed Campuses and Joint Ventures (UK, Germany, Netherlands)
- Divisional Strategy and Growth
- University Partner Relationships and Partnership Development
- Divisional Operations (delegated to the Chief Operating Officer, UPE)
- Learning, Teaching and Academic Quality
- Compliance, Accreditation and Regulatory Affairs
- Divisional Finance and Commercial Performance
- Student Experience and Outcomes
- Human Resources (divisional)

Key result areas

Divisional Strategy and Growth

Set and drive the UPE strategy in alignment with Navitas' vision, purpose and group strategic priorities. Translate strategy into annual operating plans, divisional goal setting and performance outcomes. Contribute to the development of enterprise strategy as a member of the Navitas Executive Leadership Team, taking decisions that optimise group rather than divisional outcomes, and sponsor the implementation of group-wide strategies within the division.

Board and Group Governance

Provide the Group Chief Executive Officer and, as required, the Navitas Board with accurate, timely and candid reporting on divisional performance, risk, compliance and strategic matters. Exercise delegated authority within group policy, delegation limits and control frameworks, ensuring sound financial and operational governance across all UPE entities. Represent the division in group planning, budget, capital allocation and investment approval processes.

Commercial and Financial Performance

Deliver the division's EBITDA, revenue, gross margin and enrolment targets. Hold full P&L accountability for UPE, including budget development, forecasting, cost adherence and expense management. Allocate and manage capital investment and expenditure to ensure the division achieves shareholder targets relative to growth and profitability. Provide timely, accurate and candid financial information, analysis and reporting to the Group CEO on strategic and significant operational matters.

University Partner Relationships

Build and maintain strong, influential and value-adding relationships with university partners at Vice-Chancellor, executive and governing body level, ensuring Navitas is regarded as a trusted long-term partner. Lead the negotiation and renewal of partnership agreements, oversee contract performance and the achievement of key performance indicators in all partner agreements, and identify opportunities to deepen and extend existing partnerships.

Corporate Development and Market Entry

Identify, evaluate and secure new partnership, campus, product and market opportunities across the UK and Europe, including joint ventures, acquisitions and managed campus arrangements. Develop robust investment cases and business plans that compete for group capital, lead commercial negotiation and due diligence with corporate support, and ensure new ventures are mobilised to plan and deliver the returns approved. Together with Global Sales & Marketing, ensure UPE establishes and maintains competitive differentiation in its products and in the effectiveness of its service delivery.

Statutory and Joint Venture Responsibilities

Discharge director and officer duties for UPE legal entities and joint venture boards as appointed, acting in accordance with fiduciary obligations and the law of each jurisdiction. Ensure the division's legal entities meet statutory, financial reporting and filing obligations, and that joint venture arrangements are governed transparently and in accordance with their agreements. Manage relationships with joint venture partners at board level, balancing Navitas' interests with the obligations of the venture.

Key result areas

Student Experience, Learning and Teaching

Ensure the highest standard of program provision and service to students across the portfolio. Oversee student recruitment, conversion, progression and outcome performance, and ensure the division delivers the outcomes and quality assurance required by internal processes, partner institutions and external bodies. Oversee the initiation of new services or programs to meet changing student and partner needs.

Regulatory Compliance and Risk

Hold accountability for the division's compliance with all contractual, accreditation, legislative, ESG and other external reporting requirements. Maintain effective risk identification, mitigation and escalation practices, and ensure compliance obligations — including immigration, regulatory, academic quality and data privacy requirements — are enforced, with action taken where necessary.

Operational Performance and Continuous Improvement

Drive operational efficiency, continuous improvement and service excellence across UPE, leading through the Chief Operating Officer and the divisional executive team rather than direct intervention. Manage the portfolio of UPE locations and operations in a manner that identifies and maximises opportunities for synergy and leverage across university partnerships. Set the performance standards against which the division is measured and create clear accountability for senior leaders' delivery.

Executive Team Leadership and Capability

Build, lead and develop the UPE executive team, appointing and holding to account senior leaders with substantial portfolios of their own. Set clear performance expectations and lead the performance review process for direct reports. Own succession and talent strategy for the division's most critical roles, and maintain a positive, inclusive and ethical work climate that attracts, retains and motivates high-performing people at all levels. Drive the Navitas performance development framework across the division.

External Representation and Reputation

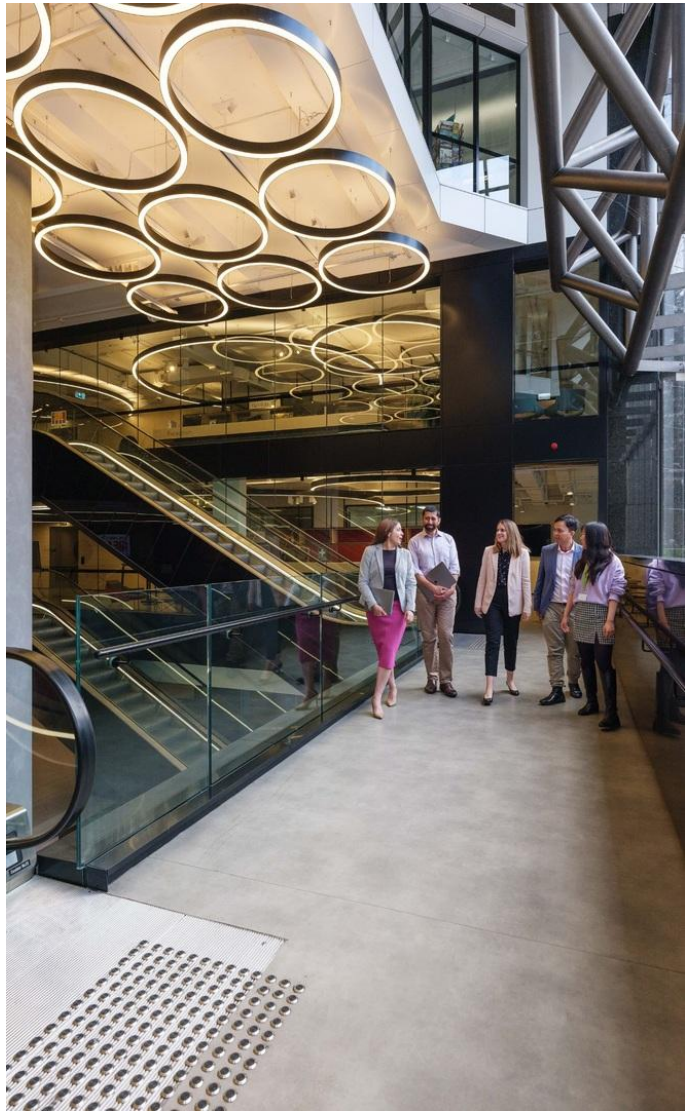
Act as the senior representative of Navitas across the UK and European international education sector, building the organisation's standing with government, regulators, industry bodies, agents and sector media. Protect and enhance the reputation of UPE and Navitas as a trusted learning organisation and partner, and lead the divisional response to reputational, regulatory or crisis events in coordination with Group. Direct effective marketing strategies, campaigns and materials consistent with brand, business and strategic plans.

Work Health and Safety

Hold accountability for a safe working environment across the division by overseeing WHS improvement plans for the provision and maintenance of workplaces that are safe and without risk to health, ensuring relevant work health and safety practices — including risk, hazard and reporting requirements — are complied with, and ensuring the provision of information, training and supervision necessary to safeguard the health and safety of employees and students.

Success measures

- Delivery of UPE EBITDA, revenue, gross margin and enrolment targets in line with the divisional operating plan
- Growth and diversification of the portfolio across the UK and Europe, including new partnerships, campuses or products secured and mobilised
- Investment cases and corporate development activity that secure group capital and deliver returns in line with approved business plans
- Retention and renewal of university partner contracts, with demonstrable partner satisfaction and advocacy at Vice-Chancellor level
- Student recruitment, progression, experience and outcome measures achieved or exceeded across the portfolio
- Effective governance, with accurate and timely reporting to the Group CEO and Board, and no material control, audit or compliance findings across any jurisdiction
- Statutory and joint venture obligations discharged in full across all UPE legal entities
- Measurable improvements in operational efficiency, margin and the effectiveness of the divisional operating model
- A high-performing executive team with credible succession depth in the division's most critical roles
- Navitas recognised as a credible and influential voice in the UK and European international education sector
- Active contribution to enterprise strategy and Navitas ways of working as a member of the Executive Leadership Team
- A safe working environment, with work health and safety obligations met across all UPE locations



Qualifications and selection criteria

Essential skills, knowledge and experience

- A senior executive with a proven track record of leading a relationship-driven B2B2C business, division or significant profit centre, and experience of working in a globally distributed, matrix-managed organisation. Experience in or with international education is strongly preferred; candidates from other sectors must demonstrate the ability to develop rapidly the deep sector knowledge and relationship credibility to lead effectively.
- Demonstrable track record of full profit and loss accountability for an organisation of comparable scale and complexity, including capital allocation, investment appraisal and the delivery of sustained EBITDA and margin growth.
- Experience operating as a member of an executive leadership team, with proven ability to contribute to enterprise strategy and decision-making beyond the boundaries of their own division.
- Proven credibility and influence at board, Vice-Chancellor, shareholder and government level, with a track record of securing and sustaining high-value institutional partnerships.
- Demonstrable experience originating, negotiating and executing complex commercial transactions — partnership agreements, joint ventures, acquisitions or new market entry — from origination through to mobilisation.
- Experience building and leading an executive team, including appointing, developing and creating clear accountability whilst allowing senior leaders to succeed.
- Sound understanding of corporate governance, statutory director duties and fiduciary obligations, with experience of board or joint venture board participation.
- Working knowledge of the regulatory, compliance, immigration and quality assurance environment for international education across multiple jurisdictions, together with experience of holding accountability for compliance outcomes.
- Demonstrable success leading an organisation through significant change, growth or transformation while sustaining performance and employee engagement.
- Highly developed communication and representation skills, able to act as a credible public face of the organisation with partners, government, industry bodies and sector media.
- Degree in a relevant discipline; a post-graduate qualification in business or management is highly desirable.
- Experience and comfort operating across multiple countries, cultures and legal jurisdictions, and competent at managing matrix reporting relationships and structures.

Behavioural competencies

Enterprise Leadership

Sets direction for the division in the context of the whole of Navitas, taking decisions that optimise enterprise rather than local outcomes. Builds alignment behind a clear and compelling vision and holds the division accountable for delivering it.

Strategic and Commercial Judgement

Reads the market, competitive and regulatory landscape to determine where the division should compete and invest. Makes well-judged decisions in complex and uncertain situations, drawing on evidence and diverse perspectives, weighing long-term value creation against short-term performance, and recognises when to exit as well as when to invest.

Values-driven leadership

Leads through an executive team rather than direct intervention, setting clear accountabilities and delegating with confidence. Creates clear accountability for outcomes while creating the space for senior leaders to drive success within their respective responsibility remit. Models the Navitas Values.

Stakeholder Influence and Negotiation

Builds credibility and trusted relationships at Vice-Chancellor, board, shareholder and government level. Negotiates complex, high-value agreements and secures outcomes in situations where they hold no direct authority.

Change and Transformation Leadership

Leads significant organisational change at scale, sustaining performance and engagement through ambiguity. Constructively challenges established practice and builds support for improvement. Leads necessary organisational and people decisions with clarity, fairness and sensitivity.

Building Capability and Succession

Attracts, develops and retains executive talent, deliberately building bench strength and succession depth. Coaches senior leaders and raises the collective capability of the division.

Integrity and Stewardship

Acts as a steward of Navitas' reputation, assets and values, holding the division to the highest ethical, governance and safety standards. Maintains integrity, transparency and takes personal accountability when navigating challenging decisions.



FURTHER INFORMATION

Navitas has engaged Anderson Quigley as its professional advisors for this appointment.

Please apply for this role on the Anderson Quigley Website using the link below:

https://andersonquigley.com/job/**aq3771**/

Applications should consist of:

- A covering letter outlining your interest in the position and detailing how you meet the essential skills, knowledge and experience set out in the Position Description.
- A comprehensive CV.

For further information about the role, or to arrange a confidential discussion, please contact:

Richard Heeks

Partner

richard.heeks@andersonquigley.com

